

EXECUTIVE OFFICERS MINUTES  
DECEMBER 7, 1989

PRESENT: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P. Lydon and Exec. V.P. Faherty

ABSENT: Exec. V.P. Farmer (ub)

MMS to contribute \$100 to Health Care For All. So voted.

Refer request from Sondra Stein, Commonwealth Literacy Campaign to appoint a replacement for Carl Proper to the Education Committee. So voted.

MMS to file material on the Labor Vacations for further study. So voted.

Material on the 36th Annual Employee Benefits Conference - Filed.

Request to have Pres. Osborn attend a meeting in Washington, D.C. to discuss the creation of the National Advocacy Organization sponsored by Liberty Mutual - Filed - Send regrets.

MMS to appoint a committee to start planning activities for the Workers Memorial Day being held on April 28, 1990 per request of Pres. Kirkland. So voted.

Request from Family Service of Gr. Boston for contribution - Filed.

Request from Boston Bank of Commerce for financial gift to the "Lou Rawles Parade of Stars" telethon to benefit the 1989 campaign of the United Negro College Fund - Filed.

MMS to refer to Leg. Dir. Foley a recommendation to file per request from the United Paperworkers Int'l. Union Political Education Program HR 2617. So voted.

MMS to purchase one ticket for the banquet for the Twentieth Anniversary Dinner on behalf of the Archdiocesan Housing Program. So voted.

Request to purchase tickets to Eyes on the Prize II: America at the Racial Crossroads sponsored by the Museum of Afro American History - Filed.

MMS to renew subscription to Labor Heritage for Vice Presidents and staff. So voted.

Request to purchase subscription to the Labor Page - Filed.

MMS to refer material from the Women in Building Trades to Exec. V.P. Farmer. So voted.

MMS to purchase tickets for the Publik House Christmas Party for the Children's Hospital - handle same as last year. So voted.

EXECUTIVE OFFICERS MEETING  
NOVEMBER 16, 1989

Present: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P.s Lydon, Faherty and Farmer

The request to purchase tickets for a reception to meet Gail Sheehy and John G. Healey was tabled.

The request for contribution for the members of Machinists District 751 for their hardships which are happening because of Boeing Company was tabled but referred for future newsletter.

The request from C.A.R.D., Citizens Against Reverse Discrimination for financial contributions was tabled.

The request to purchase tickets for 1989 Absolut Models for Boston which is a benefit for Shelters for the homeless was tabled because we have our own projects.

MMS to purchase a \$200 ad for the Testimonial Booklet commemorating a testimonial for Bob Illig from IBEW Local 7. So voted.

The information submitted from Spaulding Associates for Benefit Improvement/Cost Study information was taken under advisement.

MMS to take 1/2 page ad (\$250) for IBEW Local 103. So voted.

EXECUTIVE OFFICERS MEETING

DECEMBER 7, 1989

THINGS TO DISCUSS

✓ Check if the we should send for more thank you cards from the South Boston Korean War Veterans.

Request from Planning Office for Urban Affairs/Archdiocese of Boston for a contribution of \$20,000 to the Housing Development Fund. *Buy Ticket*

Request from United Paperworkers Int'l. Union Political Education Program to help try to get HR 2617 introduced into the State Legislature or Labor Committee. List of cosponsors are attached. *recommend to bill - to Marley*

Request from the Boston Bank of Commerce for financial gift to the "Lou Rawls Parade of Stars" telethon to benefit the 1989 campaign of the United Negro College Fund in Massachusetts. *TABLE*

Request from Family Service of Gr. Boston for a contribution to become a Friend of a Family. *TABLE*

Request from Pres. Kirkland to start planning activities for the Workers Memorial Day being held on April 28, 1990 - maybe appoint a committee. *Art will appoint a committee*

Request to have Pres. Osborn attend a meeting in Washington, D.C. to discuss the creation of the National advocacy organization sponsored by Liberty Mutual. *Send Table - Request*

Discuss - 36th Annual Employee Benefits Conference - Nov. 9- 14, 1990. *Table*

Further discussion on the Labor Vacations after investigating the organization. Issue discussed at the October 19, 1989 Executive Officers Meeting. *table for further study*

Request from Sondra Stein, Commonwealth Literacy Campaign to appoint a replacement for Carl. Also she sent the first issue of The Commonwealth Reader -- the CLC's new publication. *refer to Education Committee*

Request for this organization to support financially Health Care For All.

*Pay \$100*





Consideration to purchase holiday gift postcards and also for a year's subscription to Labor Heritage. *renew subscriptions* *Send Labor Heritage to V.P. + staff*

Request to purchase tickets to EYES ON THE PRIZE II: America at the Racial Crossroads sponsored by the Museum of Afro American History. *+ table*

Handouts and progress report for the Advisory Board Meeting from the Women in the Building Trades. *reports former*

Request to purchase subscription to The Labor Page. *Table*

*✓ tickets to Publish Daire Christmas Party for 25 do same as last year -*

Dear Mr. Haynes:

I am delighted to send you this first issue of The Commonwealth Reader -- the CLC's new publication. The Reader will be going out to all 2600 of the CLC's volunteers, to all literacy providers that are part of our network, and to other friends and supporters in the public and private sector. We intend to publish it on a quarterly basis to keep our entire network up-to-date on the full range of happenings on the literacy front in and around Massachusetts.

Publishing the Reader is part of a broader strategy adopted at our annual staff retreat in September. As a Governor's Initiative in the last year of a rather troubled administration, we had two choices: either to go quietly into that "good night" or to make ourselves as visible as possible, with the intention of ensuring that the next Governor, whoever he or she is, would place literacy at the top of the political agenda.

Acting in the best tradition of our former leader Gerry D'Amico, the staff unanimously chose the higher ground -- even though it means hard work in extremely hard times. In addition to trying to maintain and expand the Volunteer Corps and our training network, we decided to concentrate on: 1) continuing to build public awareness about illiteracy and what can be done to address it; and 2) encouraging broader private sector investment in literacy -- through targeted initiatives like workplace education and the Faxon Challenge Grant, as well as through a general campaign to raise funds for the support of literacy programming.

*What are requirements?*


*When does comm meet?*

*Charlie lobby?*

*Jim Porter*

*AFSCME*

*SEIU, AFSCME, WFL*



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Our strategy is an ambitious one -- made both more necessary and more difficult by the continuing state budget crisis. We will need your support to be successful.

In the coming weeks you will be hearing from us regularly. Kris Hermanns, a new CLC VISTA volunteer, will be working with me to make sure you have the information you need and to orchestrate follow-up on board activities. We will schedule a full board meeting shortly after the new year. In the meantime, we will be soliciting your advice on new members for the board and setting in motion plans for the spring fundraiser we spoke of last year.

I hope you enjoy the Reader. Naturally, we'd be delighted to hear your comments; and, if you have any questions, please call me or Kris.

I look forward to working with each of you in my new capacity as Director of the CLC.

Sincerely,



Sondra G. Stein

Enclosure:

Bbby -  
Can you please consider this  
a formal request to appoint  
a replacement for Carl?  
Best wishes for a good  
Thanksgiving,  
Sondra

SGS/fcj





# THE COMMON WEALTH READER

Autumn 1989

Vol. I, No. 1

## A Resource For CLC Volunteers

### Member Programs

Bristol Adult Learning Center  
Brockton Adult Learning Center  
Catholic Charities of Worcester  
Central Mass. Consortium for Literacy  
Community Learning Center  
Eastern Mass. Literacy Council  
Employment Connections, Inc.  
Hampden County Literacy Corps  
International Institute of Boston  
Jamaica Plain Community School  
Jewish Vocational Service  
Lawrence Adult Learning Center  
Literacy Volunteers of Massachusetts  
Maynard Adult Learning Center  
New Bedford Volunteer Program  
One With One  
Pittsfield Adult Learning Center  
Quincy School Community Council  
SCALE  
Springfield Literacy Network  
The Literacy Project  
United South End Settlements

### Partial List of Affiliates

ABCD  
Boston ESL Workplace Program  
Boston Workplace Education Collaborative  
Cape Cod Libraries Literacy Project  
Catholic Charities of Boston  
Charles Street Jail  
Continuing Education Institute  
East Boston Ecumenical Community Council  
Haverhill Public Library  
Jobs for Youth—Boston  
Jones Library  
Plymouth County House of Correction and Jail  
Plymouth Public Library  
South Boston Adult Learning Program  
Ventress Memorial Library



Start a new chapter  
in somebody's life.

## Welcome to "The Reader"

Sondra G. Stein  
CLC Director

*It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness...it was the season of Light, it was the season of Darkness, it was the spring of hope, it was the winter of despair...*

These familiar opening words from Charles Dickens' *Tale of Two Cities* sprung to mind as I sat down to write this welcome to our first issue of *The Commonwealth Reader*.

There is so much that is exciting right now for those of us concerned to create the conditions for a fully literate commonwealth — a commonwealth where every adult is indeed a reader. First of all, there is a broader awareness than ever before of how critical literacy is to the future of this country — not only to ensure our competitiveness in a global economy but to ensure our survival as a representative

democracy where all our citizens have the skills they need to be fully informed and to fully participate in shaping the life of their communities. And this awareness is being translated into groundbreaking federal adult literacy legislation — strongly supported by Sen. Ted Kennedy — that will provide us with resources for implementing some of the wonderful proposals we have developed in Massachusetts for more effective literacy programs, for statewide staff development, and for better coordination among state agencies to facilitate better service delivery at the local level.

For all the springtime of hope, however, it is also a winter of despair as our woefully underfunded adult literacy system has suffered cut after cut in the ongoing budget crisis. At national literacy conferences and in national newsletters, Massachusetts programs — like our Workplace

... Continued on Page 6

## Volunteer Profile

### Ernest Blake: Encouraging Civic Action

Susan Dickey  
READER Staff

*Editor's note: Today there are 2,600 CLC volunteers working in the many programs that make up the Literacy Corps network. When we designed The Reader, we wanted to feature one of our volunteers in each issue. This is the first in our series. We have only 2,599 more to go.*

A retired high school teacher from New Hampshire, CLC volunteer Ernest Blake currently tutors four adult learners through the Brockton Adult Learning Center, often using the public library for materials and work space. He proudly admits that he volunteered for literacy "to give something back to my country."

Mr. Blake's patriotism is shared by two of his students who recently moved to the United States. "They come here filled with hope for success and faith to end the suffering that we have endured."

He notes that both of his foreign students are hard working, conscientious and very faithful to America, and he is optimistic about their progress. "Each of them will make tremendous contributions to the community," said Mr. Blake.

Suzanne Martin, the Brockton Adult Learning Center's volunteer coordinator, says that Mr. Blake's learners are very fortunate to be able to work with him. "He brings so much of himself to his relationships with his learners and draws on so many of his own past experiences. He also does a wonderful job working with learners to develop their writing skills."

Concerned that there is not enough reading material geared to adults with low reading skills, Mr. Blake applied an interesting technique that uses readily available children's books to teach English.

"Asking an adult to read a

... Continued on Page 5



## — Literacy Campaign Newsbriefs —

**Matthew Adams**  
**READER Staff**

### National Literacy Legislation

As awareness of the crisis of illiteracy has grown, so has the move toward Federal support of literacy programs. U.S. Sen. Paul Simon and Congressman Tom Sawyer have submitted bills to provide federal dollars for the implementation of literacy projects across the country. We are pleased that the *federal model* for state coordination is based in part on the Interagency Literacy Group (ILG). The ILG — a working group chaired by the CLC and made up of the 10 state agencies which fund literacy programs — is very proud to have provided the model for this historic legislation.

### CLC Emulated in Houston

Beating the federal government to the punch, the city of Houston, Texas will be modeling their literacy campaign on the CLC. After attending a national conference on adult education where the CLC presented its model, Houston representatives expressed interest in using CLC's learner centered ABE/ESL training. Houston wanted to move away from the notion that volunteers must work with a rote plan to be effective tutors. Instead, they wanted a training which emphasizes the need for the volunteer to learn from the relationship with the learner, one which asked the tutors to develop techniques suited to the learner. Along with the ideological match between the CLC and Houston, there is a physical one - the metropolitan Houston area has roughly the same adult population and land space as Massachusetts!

### CLC Hatches An Award

Heightening public awareness about illiteracy is a crucial goal of the Commonwealth Literacy Campaign. Therefore, the CLC is delighted to announce that our television public ser-

vice announcement, "Shell Game," received a Hatch award for creative excellence in advertising — the advertising industry's *Emmy*. According to CLC's Hugh Muñoz, the number of volunteers and learners calling the literacy hotline increased 400% when the ads began last fall. Developed *pro bono* by Chalfin Kostopoulos & Gilmore, the ad took third in the highly competitive Public Service/Broadcast category.

### VISTA's 25th Anniversary

For the past 25 years, VISTAs — Volunteers in Service To America — have provided a crucial resource for community programs that address poverty, illiteracy, housing, teen parenting and drug abuse. Currently, there are 18 VISTAs working full time with the CLC statewide. In recognition of the contributions of VISTA Volunteers there will be an Anniversary Event on December 4th at the State House. Joining the VISTAs at the event will be Gov. Michael Dukakis and Sen. Ted Kennedy.

### In The News

Rehema Ellis spotlighted CLC volunteers and programs in her report on civic participation and literacy for News 7's 6:00 broadcast. The report — entitled *The State We're In: People Power* — featured eloquent pleas for continued support for literacy from learner Rachel Colombo and teacher Meryl Becker, who are both affiliated with the Chelsea-based *Employment Connections* literacy program.

Learner Emily Pina Smith and CLC volunteer Kathleen Howell were recently featured in two well known magazines. The pair, who were linked through the Fall River-based Bristol Adult Learning Center, appeared in U.S. News and World Report and the Boston Globe Magazine.

### REB Literacy Committees

One of the CLC's major goals is to establish linkages between literacy

and job training programs, so that adult learners can secure good jobs and employers can find workers with the strong basic skills. As part of this effort, the state's 15 Regional Employment Boards (REBs) have established literacy committees to develop literacy plans and explore linkage issues. In October, the CLC trained the chairs of these literacy committees to prepare for the important work ahead.

### CLC/MORI Citizenship Project

While there are thousands of immigrants and refugees who are eligible for U.S. citizenship, many have not applied. Sometimes, the newcomers are not aware of the process, have very low level English abilities, or may lack knowledge of U.S. civics — a requirement of the citizenship exam. To ease these obstacles for newcomers, CLC and the Massachusetts Office for Refugees and Immigrants (MORI) have formed a partnership to develop the English skills and general knowledge of U.S. civics of immigrants and refugees. Together, the two agencies have developed a training manual and will soon be implementing the new program at six sites.

### Leaders of Readers

Two Massachusetts literacy programs affiliated with CLC received Family Circle Magazine's "Leaders of Readers" awards. The awards signify excellence in grassroots literacy programs. U.S. Sen. John Kerry presented *One With One*, a CLC Member Program, one of the four Grand Awards on November 15 in Washington D.C. The Pollard Memorial Library in Lowell, a CLC Affiliate, was granted the state award for Massachusetts. More than 20 Massachusetts literacy programs participated in "Leaders of Readers." Congratulations to all!



*Program Spotlight*

## Volunteers Helping Volunteers: The Lawrence Adult Learning Center

**Joshua Hertel**  
**READER Staff**

Several volunteer tutors with the Lawrence Public School's Adult Learning Center are finding new ways to help their fellow volunteers "start a new chapter in somebody's life."

In October, volunteer Marge Hesse, an Elementary school teacher, shared with other volunteers the techniques and material she has used successfully with her adult student. Marge's presentation was part of an evening discussion on learning disabilities.

Susan Dowd, who coordinates volunteer activities at the learning center with Judy Marley, reports that over 100 CLC volunteers are working in the community.

"The volunteers are working one to one with learners, or serve as ABE or ESL classroom aides," said Ms.

Dowd. To provide continued support to the tutors, they hold many workshops and publish a quarterly newsletter for the volunteers.

Susan and Judy encourage volunteers to get involved with other aspects of the Center. "We are pleased that some of our volunteers are sharing their skills at our in-service workshops," said Ms. Dowd.

This month, Frank Sweetser, a computer enthusiast and busy volunteer, will be training students and tutors to use the Apple computers at the center.

"Frank has been an extremely valuable resource to the volunteer tutor program," said Ms. Dowd. "He has helped to computerize record keeping, and to produce the program's quarterly newsletter."

"We look forward to future workshops that will be presented by

... Continued on Page 6

*State Budget Update*

## Cuts Threaten Volunteer Literacy Corps

**READER Staff**

As the state budget debate rages on Beacon Hill, advocates wonder how literacy programs will survive yet another deep funding cut.

Studies show more than one million adults in Massachusetts are functionally illiterate, yet adult literacy programs receive less than 1% of all money earmarked for education.

The CLC, funded last year at \$566,000 statewide, was cut to \$460,651 for this fiscal year. "That 19% cut forced the closing of five local volunteer programs, staff layoffs and an across the board cut to local literacy programs," said CLC director Sondra Stein.

Further budget slashing likely to be approved by the House will cut another \$100,000 — half of CLC'S

*budget for the remainder of this fiscal year.*

According to Ms. Stein, such a cut will be devastating. It will force the CLC to further reduce staff, close down over half of the local programs and eliminate all of the regional training capacity. "This comes at a time when literacy programs depend on the 2,600 CLC volunteers to stretch severely limited resources."

Phil Rabinowitz of the Mass. Coalition for Adult Literacy reports that concerned citizens across the state are contacting elected officials on Beacon Hill to voice their outrage. "The funds must be restored, even if it means new taxes for education."

"The politicians need to know we're watching very closely," asserted Mr. Rabinowitz. "We cannot afford to let lawmakers ignore adult literacy."

## The Faxon Challenge

**READER Staff**

"We must extend literacy classes to communities where few or none exist" — another important goal of the Commonwealth Literacy Campaign.

When Governor Dukakis created the CLC, he envisioned a literacy network that took advantage of the extensive public library system to reach people in every city and town in the Commonwealth.

To create such a library literacy project, the CLC and the Mass. Board of Library Commissioners (MBLC) are building partnerships between local public libraries and private businesses across the commonwealth.

Using federal funds made available by the MBLC, the CLC is pursuing matching contributions for literacy from Massachusetts-based companies.

The Faxon Company's CEO, Dr. Richard Rowe, felt so strongly about this program that he decided not only to sponsor a library literacy program, but also encourage other business leaders to take up the challenge and join the effort as well.

"This is a critical issue for every one of us," said Rowe to business leaders at a recent meeting in Plymouth. "We need to build the skills of our employees as well as our consumers or our economy will grind to a halt."

According to Rowe, private donations will pay for volunteer and staff training, materials and technical support, while the public funds support teaching and coordinating staff.

Contributions will pay for comprehensive training for volunteer tutors; instruction for library staff in volunteer management and tutor training; CLC volunteer training guidebooks, videos and other materials; and low-level, high-interest reading material for adult learners.



## — The Regional Report —

Compiled by Joshua Hertel  
READER Staff

### Boston Metro

Roger Drost and Betsy Lowry, the volunteer coordinators at the **Community Learning Center** in Cambridge, report that 35 volunteers recently completed an ABE/ESL training session. The volunteers are enthusiastic and ready to get working with the learners ... The Center recently lost a learner from their program, but the loss was not a sad one. The learner was moving away to open his own restaurant. After two years working with the same tutor, his English literacy skills improved enough for him to start his own business. During the time he spent at the Center he learned not only the English language skills he needed to survive within this society, but how to use that language to flourish and become an active member of the business community.

Victoria Frothingham of the **International Institute of Boston**, wants all CLC volunteers to know that the Institute is offering an in-service training on Feb 21. The topic is "Teaching Verb Tenses", and is open to all CLC volunteers. Call 617-536-1081 ... A Pot Luck dinner is being organized for volunteers on Dec. 12, and an ESL training for IIB volunteers will be starting on January 10.

**Jamaica Plain Community School's** Heidi Feldman says congratulations to Ray Mintz, a tutor at J.P. who is now teaching intermediate conversational ESL at East Boston Harborside Community School's Adult Extension Program ... A local business anonymously donated office supplies to Jamaica Plain, including a large number of three-ring binders and floppy diskettes ... Jamaica Plain holds a Holiday Party for the students and tutors on December 14 ... An in-service has been scheduled for January 18. Heidi is looking for possible topics, so if you've got an itch — scratch it. Call Heidi at 617-524-0100.

Betsy Bedell at Jewish Vocation-

**al Services** in Brookline reports that volunteer coordinator Susan Smolin is recovering from pneumonia — we all wish her well ... JVS has its Volunteer Recognition Event coming up on November 21 — several special awards will be given out and music will be provided by Ron Goldman.

**United South End Settlements** volunteer coordinator Scott Baker tells *The Reader* that 15 volunteers recently completed an ABE training ... Scott is looking for a Santa costume — and a volunteer to fill it — for the upcoming USES Holiday party for learners and tutors in December. If you have any leads, call Scott at 617-536-8610 ... This summer, former USES volunteer coordinator Daniel Bosch started a newsletter called the *Tubman Tutorial*. Bosch found that it is often difficult to connect with tutors due to their full and varied schedules, and the newsletter became a way to publicize ideas, offer suggestions, and provide a forum for tutors to share challenges and ideas.

### Northeast

**The Lawrence Adult Learning Center** has scheduled an in-service workshop on "How to Use the Newspaper as an Educational Tool." Presented by Stephanie Johnson, the educational coordinator at the Lawrence Eagle-Tribune, the workshop takes place on December 5 at 6:30 pm ... Volunteer coordinators Susan Dowd and Judy Marley are busy planning a Holiday Open House for tutors and learners on December 20 at 7:00 pm ... The Learning Center was featured in *The Merrimack Valley Sunday Paper* on October 29. The front page article, entitled "When Daddy Can't Read," focused on one man who came to the Center for help. He was tutored by volunteer Meg Miller, covering topics ranging from furniture refinishing to the drivers license exam.

**The Haverhill Public Library** started a new program for adult learners, recently training their first 20

volunteer tutors. Susan Dowd (of the Lawrence ALC) and Ginny Behan, a VISTA volunteer and volunteer coordinator at Haverhill, are working together to establish this new program.

### Southeast

Volunteer coordinator Pam Humphrey tells *The Reader* that the **New Bedford Volunteer Literacy Program** is starting new bilingual classes. She recently finished a combined ABE/ESL training of 14 tutors, and has just started a new ABE program at the Millicent Library ... Last year, New Bedford volunteer tutor Diana Ukleja created a traveling resource library for tutors. This year she wants to create a collection of reading material for adult learners in the program. Anyone with suggestions or materials to donate can contact her at 508-992-1133 ... Lynn Vargas recently received her GED and will be starting classes at Bristol Community College next semester.

From the **Bristol Adult Learning Center**, Ann Allerdt reports that several of the new tutors are doing excellent jobs incorporating a holistic approach into their tutoring.

In **Attleboro**, volunteer coordinator Kelley Wilson reports that the Attleboro Library extended borrowing privileges for adult learners participating in the literacy program. Participants can now check out books for three months instead of the usual six week period ... The CLC and the Attleboro program were featured in the Nov. 5 issue of the *Providence Journal* ... Nearly 300 people attended a recent Literacy Day celebration at the Attleboro Public Library. The all-day event was highlighted by speeches from adult learners, tutors, and several political leaders, including State Rep. Steve Karol and — via U.S. Mail — Barbara Bush ... Volunteer coordinator Donna Morse is in the hospital for an extended period. Our very best wishes go to Donna for a speedy recovery. You can write her c/o Dana ... Continued on Following Page



### "Regional Report" Continued from Page 4

Farber Cancer Institute, Room 1214, 44 Vinney Street, Boston, MA 02215 ... A "support meeting" for tutors is scheduled for December 4, 7:30 pm at the Attleboro Public Library. Contact Kelley at 508-226-6781.

## Cape Cod

The first group of Cape Cod-based CLC volunteers completed training in October. A second group will finish ESL training at the South Yarmouth Library this month. The training sessions are sponsored by the Cape Cod Literacy Council and the newly formed **Cape Libraries Literacy Project** — a network of ten Libraries on the Cape ... The Cape has a great need for volunteers at this point. The Cape has been targeted by the Mass. Board of Library Commissioners, the CLC, and The Faxon Company as an area needing more services. The three groups have teamed up in a unique public-private venture to encourage businesses to help build literacy by sponsoring new library literacy programs. The "Faxon Challenge: Adopt a Library Program" will create eight new programs on the underserved Cape alone. (See related article on page 3.)

## Central

In response to several tutor requests, the **Uxbridge Adult Learning Program** is planning an in-service on "Lesson Planning" for the end of November or early in December.

Maddy Hennessy at **Catholic Charities of Worcester** reports that the CCW adult learning program, in conjunction with the Worcester Public Library, is starting an intergenerational literacy project, geared toward both parents and their children ... CCW is applying for a grant under the *Stewart B. McKinney Homeless Assistance Act* to help fund literacy programs in three homeless shelters.

Good news from the **Maynard Adult Learning Center**: 75% of last

year's volunteer tutors have returned to help with this year's record enrollment, as over 100 students have signed up for classes this fall. More volunteers will come aboard following this month's ESL training ... Volunteer tutor Eleanor Hall will chair a session of the 40th Annual Conference of the Orton Dyslexia Society in Dallas, Texas. Eleanor donates an average of 10 hours a week at the Center, working with three learners.

## West

**Springfield Literacy Network's** Marilyn Murray says that a private donation enabled the Network to sponsor a volunteer recognition night for over 50 of its volunteers in September. The program received a citation from Gov. Dukakis on its one year anniversary for helping to "start a new chapter in somebody's life." Marilyn presented each volunteer with a mug engraved with the Springfield logo to commemorate the event ... In response to the need for a central clearinghouse for tutor information, the Network opened a new Resource Library on October 20 in the Brightwood Branch of Springfield Public Library. The Center contains reading materials for adult learners, including issues of *New Readers Press' Weekly Reader* — a news summary for low level readers — which are donated by local schools.

David Henry at **The Literacy Project** in Greenfield reports that students are learning about taxes, services and government through their "Tax Teach In," designed with help from the Tax Equity Alliance of Massachusetts (TEAM) ... Several volunteers are developing a fundraising network for the Project, working on a Major Donor Campaign, Community and Special Events, and Public Events projects. Volunteers also serve on the Literacy Project's long range planning commission, meeting for the last three months to develop the Project's three year plan ... The Project will be offering an in-service on "Cognitive Issues in Learning" on November 29. Call David at 413-774-3935.

### "Ernest Blake" Continued from Page 1

children's book may be humiliating. Instead, I encourage them to read these books to their own children," explained Mr. Blake. "First I record myself reading the books, then I ask them to listen to the tape and repeat the difficult words." The learners practice this exercise at home before reading aloud at the next tutoring session.

Although literacy plays a fundamental role in a newcomer's success, other factors are important, too. Mr. Blake has developed teaching tactics that help make the lessons come alive for his students.

For example, to supplement readings on American history, Mr. Blake and his wife escorted one learner to Concord and Lexington to visit the Minuteman statue and the Old North Bridge. On another excursion they explored the Mayflower and Plymouth Rock.

"By combining American history events with reading lessons, we can kill two birds with one stone. Knowledge in both areas is necessary for the G.E.D.," the high school equivalency exam all four of his learners plan to take.

Mr. Blake's activities also include building community awareness. Topics like how to purchase a home, borrow money or combat AIDS are discussed during lessons. New topics generate new ideas, new words and increased social awareness. Mr. Blake is pleased with his learners' progress, but he is most excited when the learners recognize their own progress.

## Know Your Elected Officials!

*You can call the Citizen Information Service at 800-392-6090 or 617-727-7030 for the name, address and telephone number of your Representative and Senator on Beacon Hill.*



**"Welcome to the Reader"**  
Continued from Page 1

Education Initiative, our CLC training network, and the Interagency Literacy Group's achievements in building coordinated statewide policy and planning — are held up for emulation by other states. At home, these exemplary efforts are being cut off with the same slashes of the budget knife that sever all the other life lines for the poor.

With each cut in public housing subsidies, in childcare services, in funding for neighborhood health clinics and basic literacy services it becomes more and more difficult for adults to make the changes in their lives that would enable them to participate more fully in the life of the Commonwealth. The most recent cuts even threaten the magnificent investment of *more than a quarter million hours of volunteer service* so many of you have made — since without funds to train volunteers and coordinate and supervise volunteer services the CLC

and the local programs that are our partners will not be able to hold on to these helping hands.

It is hard in such times to shine light in the darkness, to hold on to hope that somehow the best in all of us will prevail over the worst — that we will somehow own our responsibility to each other and survive as a Commonwealth. The words of my favorite writers are my strongest resource in such times, for comfort or distraction, for a reminder that there have been times before very like this time, for an image that names my grief or anger or hope for a better day. In his own day, there was no writer better than Dickens in creating characters and images that gave a name to people's fears and to their dreams. It is particularly appropriate that his words rose to mind today, since Dickens was deeply committed to creating the broadest possible community of readers. We hope this *Commonwealth Reader* will continue that tradition, spreading the word — sharing a vision.

**"Lawrence"**  
Continued from Page 3

some of our very talented volunteers," said Ms. Marley.

The Learning Center, serving over 2000 adults per year in the Merrimack Valley area, is funded through the Lawrence Public School system, State and Federal grants, and a grant from the Commonwealth Literacy Campaign. Instruction is offered in Adult Basic Education, GED preparation, and English as a Second Language at the Center's recently renovated historic building and at other sites in Lawrence. Other programs include workplace education, job counseling, and the two year old volunteer tutor program.

The Lawrence Adult Learning Center celebrates its 15th anniversary this year.

**T H E  
COMMON  
WEALTH  
READER**

c/o Commonwealth Literacy Corps  
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Boston, MA 02114

Hugh Muñoz, Editor

VISTA Volunteers:  
Matthew Adams, Joshua Hertel

Intern: Susan Dickey

Commonwealth of Massachusetts  
Michael S. Dukakis, Governor

Alden S. Raine, Secretary,  
Exec. Office of Economic Affairs

Sondra G. Stein, Director,  
Commonwealth Literacy Campaign

The staff of the Commonwealth  
Reader welcomes your comments  
and submissions.

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The 36th Annual  
**EMPLOYEE  
BENEFITS  
CONFERENCE**

November 9-14, 1990

International Foundation of Employee Benefit Plans

**OAHU**

**"The Gathering Place" for Learning**



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## ■ *The 1990 Annual Conference. . . The Best of Both Worlds*

*Oahu, in native Hawaiian tongue, means "the gathering place." Come November 9-14, 1990, it will be the destination for International Foundation members attending the 36th annual Employee Benefits Conference.*

*"Oahu - 'The Gathering Place' for Learning" is the theme for the conference program. Meeting in Honolulu promises a special blend of the best of both worlds. For your educational objectives, there is the conference itself and the abundant opportunity to get up to date on what's new and important in employee benefits. For your hours away from conference sessions, there is the unmatched allure and scenic beauty of our nation's 50th state.*

*November 1990 may seem a distant sometime on the logbook of things to do. But right today is none too soon to begin setting arrangements.*

*The purpose of this brochure is to provide you with the information and materials you need now to plan your conference participation and your stay in Hawaii. A large attendance is expected. Also, certain airfare discounts are available, and many members while visiting Hawaii may wish to take advantage of prearranged tours.*

*IMPORTANT: An integrated computer system will be utilized for conference registrations, session/activity selection and travel/hotel reservations. It is vital when you complete the IFEBP Registration-Reservation Form that you furnish all of the information requested. Recordkeeping and any subsequent communications on conference matters will relate to your original registration and your care in filling in all items will greatly assist in providing you with desired arrangements and service when requested.*

## ■ A Gathering With Purpose

The 36th annual Employee Benefits Conference will offer a comprehensive program with a broad focus on interests and concerns that are important to people in the benefits field. Topics will range from the essentials of benefit plan operation, to perspectives on current issues and problems, to factors shaping the benefits environment in 1990 and beyond. Content will be designed primarily for the multi-employer and public employee benefit plan sectors, with sessions specifically for plan trustees, benefits managers and administrative staffs, and professional advisers who provide service and counsel.

**More than 100 session titles will be on the program in these subject categories:**

- **Special Sessions**  
(featuring prominent speakers)
- **Fiduciary Responsibility**
- **Health and Welfare**
- **Pension**
- **Plan Administration**
- **General Topics**
- **Investments**
- **Communications**
- **Public Plans**
- **Fund Advisers**
- **Open Forums**
- **Roundtable Discussions**

Conference registration will be at the Sheraton Waikiki. It is anticipated that the Conference schedule will comprise similar sets of sessions in two locations: the Hilton Hawaiian Village/Ilikai Hotels, and the Sheraton Waikiki/Royal Hawaiian Hotels. For ease in your personal scheduling, you will be able to attend the sessions in or near the hotel where you are staying.

The 1990 Conference—a timely and substantive program; speakers and discussion leaders selected for the knowledge and experience they can bring to the gathering. The purpose—to provide you with insight and a renewed perspective to apply in the better management of the benefit plan you serve.

Program details are being developed and will be in the Conference preliminary program to be printed and distributed in the second quarter of 1990. But don't delay in making your plans. Early mailing of the IFEBP Registration/Reservation Form is recommended to obtain the hotel and travel arrangements of your choice.



### International Travel Service

Because of the complex logistics involved, the Foundation has designated International Travel Service (ITS) of Deerfield, Illinois to coordinate Registration, Housing and Travel Arrangements for members and guests attending the 36th Annual Conference in Honolulu, Hawaii.

A major benefit of the ITS System is that it serves as a single source of service for airline and hotel reservations and Conference registration. ITS staff will be in Honolulu for on-site assistance.

ITS is one of the most experienced and professional conference and travel management firms in the business. It has provided personalized Hawaii travel service for a number of associations ranging in size from 500 to 25,000 including the Foundation.

#### ITS

104 Wilmot Road  
P.O. Box 825  
Deerfield, Illinois 60015





## ■ *IFEBP Conference & Events Schedule*

<b>Friday, November 9</b>	
<b>12:00 noon to 5:00 p.m.</b>	Sheraton Waikiki Hotel Conference registration for: Annual Conference Preconference Institutes Spouse/Guest Program Social Activities
<b>Saturday, November 10</b>	<b>Sunday, November 11</b>
<b>7:00 a.m. to 5:00 p.m.</b>	Sheraton Waikiki Hotel Conference registration for: Annual Conference Preconference Institutes Spouse/Guest Program Social Activities
<b>8:00 a.m. to 1:00 p.m.</b>	Preconference Institutes
<b>8:00 a.m. to 3:00 p.m.</b>	New Trustees Institute
<b>9:00 a.m. to 4:00 p.m.</b>	Social Activities
	<b>4:30 p.m.</b> Opening Session <b>6:00 to 7:00 p.m.</b> Welcome Reception
<b>Monday, November 12</b>	
<b>7:00 a.m. to 4:30 p.m.</b>	Sheraton Waikiki Hotel Conference registration for: Annual Conference Spouse/Guest Program
<b>8:00 to 9:15 a.m.</b>	Keynote Session
<b>9:45 a.m. to 4:30 p.m.</b>	Conference Sessions
<b>9:00 a.m. to 4:00 p.m.</b>	Spouse Program Activities
<b>Tuesday, November 13</b>	
<b>8:00 a.m. to 4:30 p.m.</b>	Conference Sessions
<b>9:00 a.m. to 4:00 p.m.</b>	Spouse Program Activities
<b>Wednesday, November 14</b>	
<b>8:00 a.m. to 11:00 a.m.</b>	Conference Sessions
<b>11:30 a.m. to 12:45 p.m.</b>	Finale Session
<b>8:00 to 11:00 a.m.</b>	Spouse Program Activities

## ■ *Services and Extras for Your Information and Convenience...*

- A Message Center in the registration area where you can receive messages from your home or office and communicate with others at the Conference.
- Conference cassettes available on a same-day basis for most Conference sessions.
- Communication display with a variety of materials illustrating media and techniques in communicating benefits information to plan participants.
- Certified Employee Benefit Specialist (CEBS) display with program information and answers to your questions.
- Information Services and Publications display and demonstration of Employee Benefits InfoSource EBIS™ computerized database.
- Information booth on local attractions – Oahu and the Neighbor islands.
- Advance registration and information about the 1991 Annual Conference in San Diego, November 8-13.

## ■ **An Important Facet of the Conference Program — Preconference Institutes**

*The Preconference Institutes offer the opportunity to greatly enhance the value of your participation in the Foundation's Annual Conference. Each year the programs have become more popular. Each year more and more registrants have found the sessions to be enlightening, stimulating and enriching.*

*Seven of the institutes are geared to providing insight into the important qualities of successful management and beneficial relationships in the work organization, the community and the home. They emphasize the practical aspects of applying principles of human behavior in blending people's energies and talents to*

*achieve desired goals. Sessions are conducted by speakers who are recognized experts in the social sciences.*

*The Eighth Institute is Fundamentals for New Trustees. The New Trustees Institute is a complete two-day program and single-day registrations are not accepted.*

*Each section of the other institutes is a full program (8:00 a.m. – 1:00 p.m.); do not register for more than one in the same day. To enroll for any of the institutes, complete and mail the appropriate section of the Conference registration card.*

### **Saturday, November 10** **8:00 a.m. – 1:00 p.m.**

#### **Leadership and Productivity**

*This session is an update on leadership concepts and skills. It stresses leadership as a function rather than a title or level of authority. The "law of the situation" is presented as a fundamental of leadership and practical aspects of leadership stress are evaluated. Participants will be given deeper insight into interpersonal dealings through an evaluation of temperament traits and how they impact on all personal and business relationships. The management of conflict will be examined in terms of everyday business and personal negotiations: why conflict is healthy and to be expected, and how to cope with the challenge of resolving conflict in a positive manner.*

*Topics to be discussed include:*

- *A Model for Personal and Business Success*
- *Leadership as a Function: The Commitment Factor*
- *Temperament: Key to Interpersonal Skills*
- *Managing Conflict: Assessment of Personal Style*
- *Positive Resolution of Conflict*

**Thomas H. Lawrence, CMC**, Chairman Emeritus,  
Lawrence-Leiter and Company, Kansas City, Missouri

#### **The Way We Were. . . The Way We Are**

*Why do we do the things we do? How did we get the way we are? Knowing the answers helps us manage ourselves and others more effectively. Our views, values and behavior have been developed by the places where we grew up, the way we lived and the people and events that made up our entire natural, social and economic environment. This presentation takes you on a nostalgic and enlightening journey back into the past and forward into the future to offer valuable insights leading to better management of ourselves and others.*

**Ron L. Fronk, Ph.D.**, President and Founder,  
Learning Programs of America, Prescott, Arizona

### **Sunday, November 11** **8:00 a.m. – 1:00 p.m.**

#### **Group Decision-making, Issues Management and Board Planning**

*This session examines problem solving and decision making as a collaborative group process. Guidelines are established for building team effort and team concepts and utilizing volunteer leadership in a positive and productive manner. The process of issues management is examined and methods devised for application within organizational activities. A formula for developing creativity and innovation in your organization's activities is presented, as well as a model for strategic planning. Study is centered on application to functions within your organization.*

*Topics to be discussed include:*

- *How People Are Motivated*
- *Problem Solving in Volunteer Groups: Committee vs. Task Groups*
- *Team Concepts That Build Confidence and Trust*
- *Developing Creativity and Innovation*
- *How Strategic Planning Works*

**Thomas H. Lawrence, CMC**, Chairman Emeritus,  
Lawrence-Leiter and Company, Kansas City, Missouri

#### **Stress Management. . . The Bottom Line**

*The number one robber of creativity, good health and productivity is poorly managed stress. Many of today's most brilliant and capable executives will not live to savor the fruits of their labor because they do not manage stress effectively. Premature death, absenteeism, medical care and lost productivity cost companies \$100 billion each year, much of it needlessly. This presentation explains the facts and fallacies about health, wellness and the bottom line. It shows how to manage stress effectively in order to achieve optimum health and productivity.*

**Ron L. Fronk, Ph.D.**, President and Founder,  
Learning Programs of America, Prescott, Arizona



## **Saturday, November 10**

**8:00 a.m. – 1:00 p.m.**

### **How to Motivate Yourself and Others Effectively**

*You can achieve positive results and bring out the best in yourself and others. Establishing rapport is not difficult. Often breakdown occurs through lack of understanding of the other person's needs and desires. Research indicates that about 15% of one's financial and career success is due to technical skills and 85% is due to people skills—the ability to work effectively and get along with others.*

*Dealing with people is often the biggest day to day challenge. In this session you will discover simple, practical and valuable methods to enhance relationships with people—with clients, customers and associates.*

*Areas include:*

- The Ultimate Technique
- Positive Restatements
- Conflict and Resolutions
- Gaining Support of Ideas
- Positive Self-Expressions
- Fault and Feeling Messages

**James Melton, Ph.D.**, President, Dr. James Melton & Associates, Palm Springs, California

### **Basic Communications**

*This institute deals with the problems of person-to-person communication in the workplace. It examines the attitudes, knowledge and skills necessary to be an effective communicator and develops a method for discovering the causes of differences among people, along with two approaches to managing those differences. Topics to be discussed include:*

- Communicating at Different Levels of Competency
- Basic Ingredients of Communication
- How the Communication Process Works
- Sources of Differences and Disagreements
- Options for Handling Differences
- Persuasion
- Awareness of Self and Others

**George L. Shapiro, Ph.D.**, Professor Speech Communications, University of Minnesota, Minneapolis, Minnesota

## **Sunday, November 11**

**8:00 a.m. – 1:00 p.m.**

### **An Action Plan for Your Future**

*This session offers an eight-step action plan to establish and achieve effective purpose and direction in business and personal life. The premise is that there are ways to reach an end, some better than others. This focused, dedicated and disciplined process provides immediate and practical help to guide anyone toward higher levels of accomplishment. Methods to overcome resistance to change, and the reversal of destructive to constructive behavior will be explored.*

*Objectives:*

1. To elevate individual management skills, as well as internalize the principles of self-communication.
2. To provide a foundation for implementing confidence-enhancing approaches in business, and in everyday life.
3. To acquire a sensitivity for others to stimulate and encourage open communication toward goals.

*Areas include:*

- Word Magic
- The Action Plan
- Creative Brainstorming
- Individual Decisiveness
- Constructive Alternatives

**James Melton, Ph.D.**, President, Dr. James Melton & Associates, Palm Springs, California

### **Advanced Communications**

*The advanced institute concentrates on how the structure of normal organizations and needs of people conflict, thus minimizing effectiveness and generating numerous communication problems. Participants will work on specific programs and skills which contribute to the more productive management of those problems.*

*Topics to be discussed include:*

- The Nature of the Organization Process and Structure
- Problems Inherent in Organization Structure and Process
- Options for Managing Problems in Organizations
- Different Kinds of Climates and Relationships Available to Intra and Interorganizational Interaction
- Essential Issues for Keeping Up With Change and Problems
- Specific Tools for Managing Communication Problems Within and Between Organizations
- Leading and Supporting—A Communicative Process

**George L. Shapiro, Ph.D.**, Professor of Speech Communications, University of Minnesota, Minneapolis, Minnesota

## **Saturday, November 10**

**8:00 a.m. - 1:00 p.m.**

### ***Sustaining Exceptional Performance I***

*Exceptional performers are able to sustain momentum to repeatedly eclipse their past performance standards. This program offers a systematic approach for causing breakthrough results so they happen by design rather than coincidence. The 10-Minute Plan Concept is a sequence of time efficient strategies for self-management or managing others to performance breakthroughs by maximizing the quality of effort, not just the amount. A 15-page participant's manual increases the program's take home value. Topics include: distinguishing commitment to excellence from interest in excellence; analyzing performance as "moments of trust"; visionary thinking vs. logical thinking; a systematic approach for breaking free of slumps, procrastination and plateaus; and uncovering your own hidden motivational traps.*

**Art Turock**, President, Art Turock and Associates, Seattle, Washington

### ***Climates of Change***

*How can you be certain that you will be versatile and valuable enough in the future to lead a full, productive and truly responsible life during climates of change in the workplace and society? The men and women who will reach and stay at the top in the 1990s will be those who understand how to get people to compete and cooperate simultaneously. This presentation will examine the major changes taking place in society, including the personal values revolution, the communication crisis, exponential changes in knowledge and computers, and the new but simple economic reality of buying now and paying later. You will learn how to achieve a balance between making a life and making a living.*

**Christopher J. Hegarty, Ph.D.**, President, C. J. Hegarty and Company, Sausalito, California

## **Sunday, November 11**

**8:00 a.m. - 1:00 p.m.**

### ***Sustaining Exceptional Performance II***

*The second part of the program continues to develop the skills and strategies that separate exceptional performers from hard workers. For most people, standard motivation techniques of goal setting, positive thinking and visualization are adequate. However, exceptional performers tend to be challenged far beyond the capabilities of conventional techniques and require more high powered strategies for achievement. Participants will select and work on a specific personal breakthrough area where they would like to sustain exceptional performance. Topics include: being best by comparison in competitive situations; being purpose-oriented instead of goal-oriented; selecting and empowering a vision coach; managing the "plateaued employee"; and how to get commitment from your people.*

**Art Turock**, President, Art Turock and Associates, Seattle, Washington

### ***How to Be a Winner***

*One of the biggest problems facing business today is an energy crisis . . . not gas or oil, but in the primitive, nonproductive use of human energy. People waste a lot of time and energy in anxiety - protecting themselves against their associates and in jobs that may seem boring and frustrating. This presentation will discuss what it takes to win in life and be a leader in the workplace, at home and in society. Success in life and management is not a miracle; it's a process. The developed leader builds the self-esteem and competence of people, and is a winner with high expectations based on reality and the ability to manage.*

**Christopher J. Hegarty, Ph.D.**, President, C. J. Hegarty and Company, Sausalito, California



## **Saturday, November 10**

**8:00 a.m. - 1:00 p.m.**

### ***Innerviewing: How to Find the Natural Fit Between Yourself and Others — I***

*The issue of aligning values with visions and people with paths will dominate the 90s due to the maturing of the workforce and people's increasing lack of tolerance of unsatisfying work. Innerviewing is a system which isolates key characteristics of "personality" to identify the best fit between people, positions and forms of motivation. This session will help you learn how to gain the cooperation of others and the most effective approaches in dealing with different types of people. Participants will:*

- *be able to see the relationships between "personality" and roles, relationships and productivity*
- *understand how these elements interact*
- *recognize how different positions call for different mixtures of personal characteristics*
- *recognize the significance of intellectual capacity, core values, velocity and style in personality*
- *Learn how to listen to the messages others convey about how to best deal with them*

**Jim Cathcart, CSP, CPAE, President,**  
*Jim Cathcart Inc., La Jolla, California*

## **Saturday and Sunday, November 10 and 11**

**8:00 a.m. - 3:00 p.m.**

### ***Fundamentals for New Trustees***

*This institute is for newly appointed trustees who are unable to attend an educational program other than the Foundation's Annual Conference. It provides trustees with the basic knowledge prerequisite to profitable participation in Conference sessions, in which subjects are treated at an advanced level. Sessions will be conducted by speakers experienced in trust fund management and ample time will be allowed for open discussion and answers to questions.*

### **Saturday, November 10**

<i>Introduction to Trust Responsibility</i>	<i>8:00 - 9:30 a.m.</i>
<i>Understanding Pension Fund Income and Expense</i>	<i>9:40 - 11:40 a.m.</i>
<i>Understanding Welfare Fund Income and Expense</i>	<i>12:40 - 1:40 p.m.</i>
<i>Investments</i>	<i>1:50 - 3:00 p.m.</i>

## **Sunday, November 11**

**8:00 a.m. - 1:00 p.m.**

### ***Innerviewing: How to Find the Natural Fit Between Yourself and Others — II***

*The second part of the program continues to develop the ability to read people and to get results with and through people. It will help you to:*

- *maintain motivation*
- *achieve personal excellence*
- *gain cooperation of others*
- *learn how to avoid areas of tension between yourself and others*
- *learn to present your ideas in the best light*

**Jim Cathcart, CSP, CPAE, President,**  
*Jim Cathcart Inc., La Jolla, California*

### **Sunday, November 11**

<i>Plan Administration</i>	<i>8:00 - 9:15 a.m.</i>
<i>How Your Professional Advisers Help You Fulfill Your Trust Responsibilities</i>	<i>9:25 a.m. - 12:00 noon</i>
<i>Update on Current Events That Impact Trust Funds — Open Forum</i>	<i>1:00 - 3:00 p.m.</i>



## ■ IFEBP Official Honolulu Hotels

### 1 Hawaiian Regent



Order Code	Category Description	Room Rate Sgl. & Dbl.
1A	Partial Ocean View	\$120
1B	Ocean View	\$145
1C	Ocean Front	\$170
1Z	Suites	From \$465

### 4 Hyatt Regency Waikiki



Order Code	Category Description	Room Rate Sgl. & Dbl.
4A	City View	\$125
4B	Mountain View	\$145
4C	Ocean View	\$175
4D	Ocean Front	\$195

### 7 Kahala Hilton



Order Code	Category Description	Room Rate Sgl. & Dbl.
7A	Mountain View	\$210
7B	Ocean View	\$280

### 2 Halekulani



Order Code	Category Description	Room Rate Sgl. & Dbl.
2A	Ocean View	\$235
2B	Ocean Front	\$265
2C	Mountain & Ocean View	\$285

### 5 Hilton Hawaiian Village



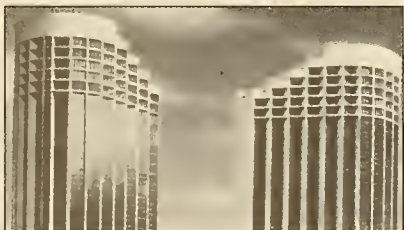
Order Code	Category Description	Room Rate Sgl. & Dbl.
5A	Diamond Head Tower	\$128
5B	Tapa Tower (City/Mtn. View)	\$158
5C	Tapa Tower Deluxe (Ocean View)	\$172
5D	Rainbow Tower (Ocean Front)	\$194
5Z	Suites	From \$370

### 8 Moana/Surfrider



Order Code	Category Description	Room Rate Sgl. & Dbl.
8A	City View	\$160
8B	Ocean View	\$195
8Z	Suites	From \$275

### 3 Hawaiian Prince



Order Code	Category Description	Room Rate Sgl. & Dbl.
3A	Ocean View	\$150

### 6 Ilikai



Order Code	Category Description	Room Rate Sgl. & Dbl.
Yacht Harbor Building		
6A	Ocean View	\$125
Tower Building (Rooms have kitchenette)		
6B	City View	\$135
6C	Ocean View	\$150
6Z	Suites	From \$220

### 9 Princess Kaiulani



Order Code	Category Description	Room Rate Sgl. & Dbl.
9A	City or Mountain View	\$130
9B	Partial Ocean View	\$140

## 10 Royal Hawaiian



Order Code	Category Description	Room Rate Sgl. & Dbl.
10 A	City View	\$155
10 B	Garden View	\$175
10 C	Ocean View	\$230
10 Z	Suites	From \$375

## 12 Waikiki Beachcomber



Order Code	Category Description	Room Rate Sgl. & Dbl.
12 A	Partial Ocean View	\$ 99
12 B	Ocean Front	\$112

## 11 Sheraton Waikiki



Order Code	Category Description	Room Rate Sgl. & Dbl.
11 A	City View	\$125
11 B	Mountain View	\$155
11 C	Ocean View	\$180
11 D	Ocean Front	\$205
11 E	Deluxe Ocean Front	\$260
11 Z	Suites	From \$385

## 13 Waikiki Parc

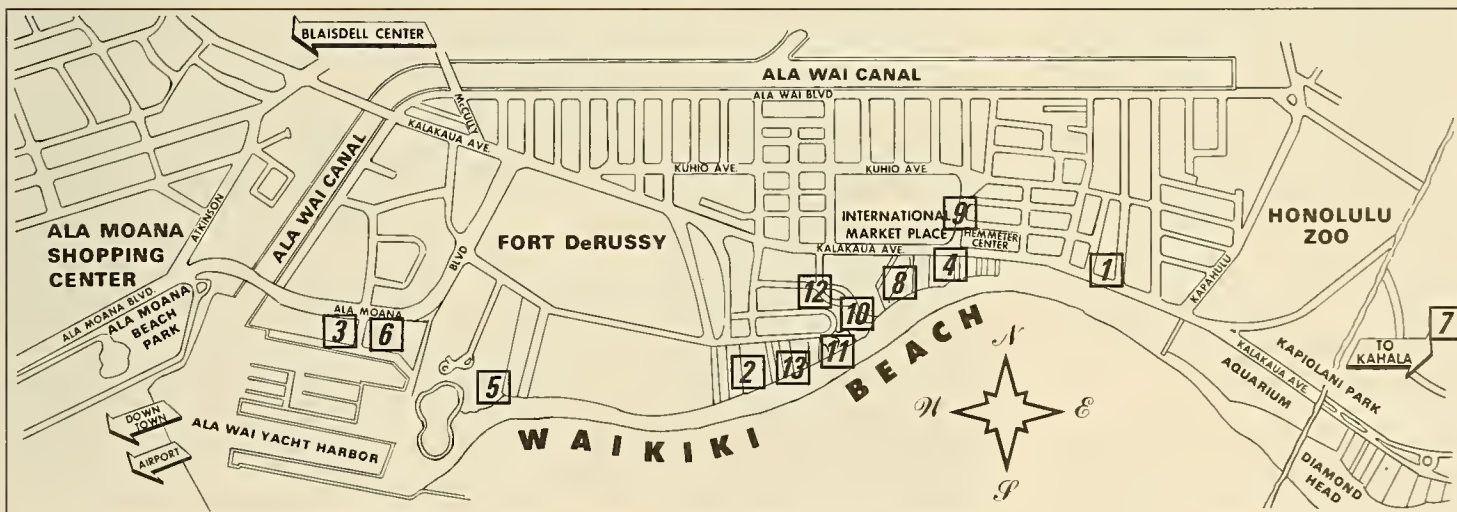


Order Code	Category Description	Room Rate Sgl. & Dbl.
13 A	City or Mountain View	\$120
13 B	Ocean View	\$160

Reservations for Honolulu Hotels will be confirmed on a first-come-first-served basis according to availability. A standard deposit of \$250.00 Per Room is to accompany your Registration & Reservation Form. Balance payable to hotel on check out. **Please note that hotel reservations cannot be accepted by phone.** Children under 18 occupying the same room with two adult parents stay free of charge (maximum of four to larger rooms).

Rates quoted are subject to Hawaii State Tax of 9.43%

## Waikiki Beach Hotel Locator Map



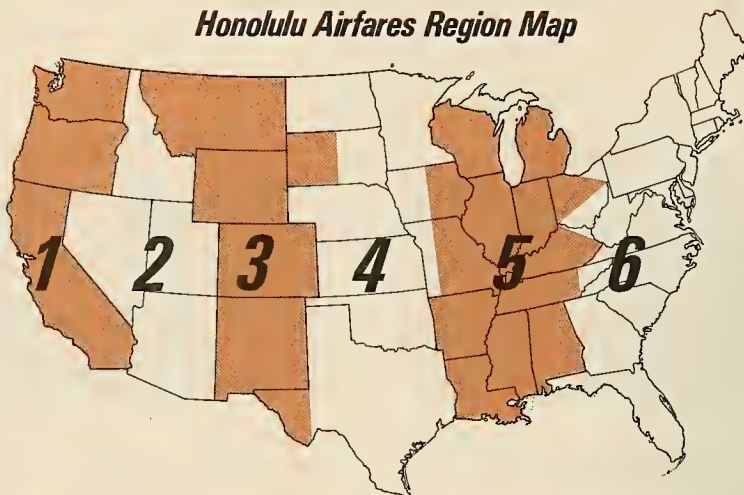


## ■ Discounted Airfares To Hawaii

From Most U.S. Cities

All IFEBP registrants and guests are eligible for reduced convention airfares to Hawaii available only through ITS with total flexibility as to dates of travel.

Honolulu Airfares Region Map



Sample Roundtrip Coach Class Convention Fares to Honolulu

DAYS OF TRAVEL		Region 1 Fares	Region 2 Fares	Region 3 Fares	Region 4 Fares	Region 5 Fares	Region 6 Fares
First Class discounts are also available with savings of \$60-\$125 based on your city of origin.							
Convention Fares In Effect 11/1/89	Saturday & Sunday	\$369	\$502	\$587	\$625	\$663	\$701
	Monday & Friday	\$350	\$484	\$530	\$568	\$606	\$644
	Tuesday-Wednesday-Thursday	\$331	\$464	\$492	\$530	\$568	\$606

Fares are combinable... sample using Region 5 convention fare for travel to Honolulu on Friday @ \$606 with return on Wednesday @ \$568 =  $\$1,174 \div 2 = \$587$  per person.

These Convention Airfares are only guaranteed at the time tickets are issued and tickets must be issued within 14 days of the reservation date. Alternately, there are Guaranteed Zone Fares to Hawaii at approximately 10% higher than the Convention Fares which can be guaranteed without the requirement of immediate ticket issuance. When making your reservation please indicate which type fare is desired: Discounted Convention Fare or Guaranteed Zone Fare.

## ■ Airline Reservation Options

*Reservations Requested in Writing...*  
By completing the Airline section of the IFEBP Registration & Reservation Form you will receive your airline schedule and cost in writing. Tickets will be issued only after receiving your authorization.

*Reservations Requested by Phone...*  
This toll-free airline reservation "hot line" is for those who wish to make reservations and have their tickets issued and mailed within 72 hours. **IFEBP Airline Hotline: 1-800-621-1083.** Tickets can be paid by check or credit card.

The "Hotline" cannot accommodate registration, housing, and tours which must be requested in writing using the IFEBP/ITS Registration Form.

## ■ Special IFEBP Car Rentals

Reduced rental car rates are available in Honolulu and the Neighbor Islands. A variety of special rates are available depending on the type of car requested, duration of rental, etc. To obtain complete information and reservations call the company of your choice advising that you are attending the International Foundation of Employee Benefit Plans Conference in Honolulu.

**HERTZ**  
1-800-654-2240

**BUDGET**  
1-800-772-3773

## ■ Honolulu Arrival Flower Lei Greeting & Transfer

Special arrangements are available to all IFEBP attendees to receive the traditional Flower Lei Greeting upon arrival in Honolulu. As a part of this service, a private pre-ordered taxi is provided to take you from the Honolulu Airport directly to your Waikiki hotel. This service is not available to the Kahala Hilton.

\$15.00 per person  
When purchasing your U.S. Mainland air tickets from ITS.

## ■ **Escorted Tours:** **The Islands of Kauai, Maui & Hawaii**

### **Post-Conference Tour:** **November 14 to 20**

#### **1st Day (Nov. 14) Arrival Kauai**

Your tour begins with afternoon check-in at the Honolulu Airport for your flight to the Garden Isle of Kauai where you are welcomed with a beautiful fresh flower lei and transferred to the Sheraton Kauai Hotel.

#### **2nd Day Kauai Sightseeing**

This morning you will be taken for a scenic boat cruise up the Wailua River to the beautiful Fern Grotto. This setting has been a favorite wedding spot dating back to Hawaiian Monarchy. Then on to the picturesque old world Coco Palms Hotel for lunch. Afternoon at leisure. (L)

#### **3rd Day Kauai to Maui**

This morning we fly to Maui and tour the Iao Valley and drive along the Amalfi coastal highway paralleling the Molokai Channel. Then visit the whaling village of Lahaina with lunch at the Maui Plantation. Afternoon check-in at the Maui Inter-Continental Hotel where your ocean view room has been reserved for the next two nights. (L)

#### **4th Day Maui at Leisure**

Enjoy a carefree day at personal leisure.

#### **5th Day Maui to Hawaii**

After a short flight to Hilo on the Big Island of Hawaii we tour Hawaii Volcanoes National Park to see the active volcano Kilauea. Following lunch at the Volcano House continue on through Kailua Village for check-in at the Royal Waikoloan Hotel. (L)

#### **6th Day Kona, Hawaii at Leisure**

Today is a free day to do exactly as you please.

#### **7th Day (Nov. 20) Depart Kona**

Mid-day transfer is provided to the airport to meet your departure flight returning to the mainland and hometown connections.

#### **Ground Tour Cost**

Per Person Double Occupancy: \$859

Single Supplement: \$498

Accommodation in ocean view rooms.

Cost does not include Inter-Island airfare of \$40 for each leg of inter-island transportation to be integrated with your Home City/Honolulu air ticket through ITS.

Included meal function code: (L) Lunch.

## ■ **Hong Kong**

**British Crown Colony**  
**November 15 to 22**

Exciting Hong Kong. A cosmopolitan and sophisticated city brings you face to face with the fascinating Chinese tradition and an ultra modern contemporary culture. Gardens and temples, island tours and cruises in stunning Victoria Harbor, and a myriad of flashing neons announce exciting nightlife and gourmet dining.

#### **Tour Includes:**

- Roundtrip excursion coach airfare from the West Coast to Hong Kong with Honolulu Conference stopover.
- Six nights at the Ramada Renaissance
- American style breakfast each day
- Hong Kong arrival/departure transfers
- Hong Kong Island Tour with lunch
- Victoria Harbor Cocktail/Dinner Cruise
- Day tour to Macau & China with lunch
- Farewell Dinner Party
- Hong Kong departure tax
- Tax/Gratuities for above services

#### **Tour Costs:**

Per Person Double Occupancy: \$2039

Single Room Supplement: \$539

ITS will coordinate your roundtrip airline reservations from your home city to Honolulu and Hong Kong.

The additional airline cost from cities east of Denver is approximately \$300 roundtrip.

The Hong Kong ground only tour cost for participants who arrange airline travel independent of ITS is \$1089 per person in a twin and \$539 for single room supplement.

Escorted tours cost are based on a minimum of 35 participants.





## ■ *Hawaiian Island Cruises*



### **S.S. Independence**

Sat Sail From Honolulu 9 p.m.  
 Sun Cruising  
 Mon KONA - Dawn to Dusk  
 Tue HILO - All Day  
 Wed Arrive MAUI  
 Thu Depart MAUI  
 Fri KAUAI - Dawn to Dusk  
 Sat Arrive HONOLULU 8 a.m.

The perfect combination for business and pleasure is to combine the Conference with a relaxing 7-day cruise. At night you will cruise between the Islands arriving each morning at an exciting new island port for sightseeing and relaxation. Aboard ship your friendly crew is devoted to extending the tradition of gracious service, a bounty of hearty food, and a lively entertainment schedule. Treat yourself to the

good life as you sail to the beautiful Neighbor Islands of Hawaii, Maui, and Kauai.

The cruise company provides reduced airfares to Honolulu from a number of mainland cities. ITS will provide these fares when and if they are more advantageous than the Conference airfares.

Port taxes (\$41) and shipboard gratuities to Stateroom/Dining Stewards are in addition to the cruise fares quoted. Single room rates are 150% of the quoted fares.

### **Choice of Cruise Dates**

#### **Cruise Code**

**C1 - (Sat.) November 3 to 10**  
 Pre-Conference Cruise

**C2 - (Sat.) November 17 to 24**  
 Post-Conference Cruise

<b>Cabin Code</b>	<b>Cruise Accommodations</b>	<b>Per Person Double Occupancy</b>
<b>C</b>	<b>Outside Stateroom</b> Sun/Upper/Main/Aloha Decks	<b>\$1781</b>
<b>D</b>	<b>Outside Stateroom</b> Upper/Aloha/Bali Decks	<b>\$1611</b>
<b>E</b>	<b>Inside Cabin</b> Sun/Promenade/Upper/Main Decks	<b>\$1572</b>





## ■ Neighbor Island Hotels & Condos

A number of select Neighbor Island hotels and condominiums are available to those who prefer independent arrangements prior to or following the Honolulu Conference.

Take your pick...add a rental car reservation (see page 12) and enjoy the good life.

Neighbor island hotel reservations may be secured with a standard deposit of \$200 per room with the balance paid upon check out. (See Reservation Form).

## ■ Maui... "The valley isle"

Looking down over Maui from the top of the volcanic crater Haleakala, Mark Twain called the island "the most sublimest spectacle I ever saw." Today, Maui's valleys are molded into a resort paradise that is still spectacular.

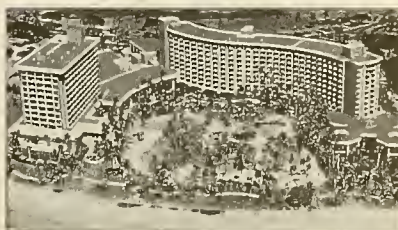
### Hyatt Regency Maui



A popular deluxe hotel located in the center of the Kaanapali Beach area of Western Maui. Spectacular facilities and public areas.

Order Code	Category Description	Room Rate Sgl. & Dbl.
M 3A	Golf/Mountain View	\$180
M 3B	Ocean View	\$220

### Westin Maui



The newest, deluxe hotel located on Kaanapali Beach and at the center of this popular resort area, the Westin offers spectacular facilities and public areas.

Order Code	Category Description	Room Rate Sgl. & Dbl.
M 1A	Mountain View	\$170
M 1B	Ocean	\$200

### Aston Kaanapali Shores



An excellent condominium property located just north of the Kaanapali Beach resort area, ideally suited for those who prefer a condo-style vacation.

Order Code	Category Description	Room Rate Sgl. & Dbl.
M 4A	1 BR - Ocean View	\$178
M 4B	2 BR - Ocean View	\$220

### Inter-Continental Maui



A superior first class hotel located on the ocean in the Wailea area of Southern Maui. Excellent weather and top golf courses.

Order Code	Category Description	Room Rate Sgl. & Dbl.
M 2A	Mountain View	\$140
M 2B	Ocean View	\$180

### Kaanapali Beach



A superior first class hotel with good location in the center of the Kaanapali resort area. Good value.

Order Code	Category Description	Room Rate Sgl. & Dbl.
M 5A	Garden View	\$130
M 5B	Ocean View	\$165

## ■ Hawaii... "The big island"

An island of contrast, Hawaii is a land of active volcanoes. Kilauea and Mauna Loa, famous for their dancing curtains of fire and flowing lava rivers, are among Hawaii's greatest visitor attractions. On the other hand, Hawaii is awash with the gentleness of a thousand shades of orchids, African tulips, purple and pink bougainvillea.

### Hyatt Regency Waikoloa



A spectacular, new, deluxe hotel on the West Coast of Hawaii, completed in the Fall of 1988, this hotel "out does" any other hotel for design.

Order Code	Category Description	Room Rate Sgl. & Dbl.
H 2A	Golf/Mountain View	\$220
H 2B	Ocean View	\$265

### Shores of Waikoloa



A world class luxury condominium on the prestigious Kohala Coast. Each suite overlooks the ocean or the championship Robert Trent Jones, Jr. - Waikoloa Golf Course. Tennis also available.

Order Code	Category Description	Room Rate Sgl. & Dbl.
H 4A	1 BR Deluxe	\$189
H 4B	2 BR Deluxe	\$221

### Royal Waikoloan



This excellent, superior first class hotel has an ideal location on the West Coast of the Island of Hawaii. Excellent beach... golf and public areas make this a desired vacation facility.

Order Code	Category Description	Room Rate Sgl. & Dbl.
H 1A	Mountain/Garden View	\$120
H 1B	Ocean View	\$150

### Mauna Kea



Flagship hotel of the Westin chain on the Big Island, the Mauna Kea has proven to be most popular over the years. Excellent facilities!

Order Code	Category Description	Room Rate Sgl. & Dbl.
H 3A	Mountain View	\$190
H 3B	Beach Front	\$285
H 3C	Deluxe Ocean View	\$295

### Mauna Lani Bay



A deluxe resort hotel with a perfect blend of sophisticated luxury and the ambiance of true Hawaiiana.

Order Code	Category Description	Room Rate Sgl. & Dbl.
H 5A	Mountain/Garden View	\$230
H 5B	Ocean View	\$275

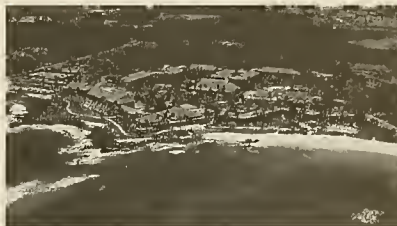




## ■ **Kauai. . .** **"The garden isle"**

*Riding a raft along the Na Pali Coast, soaring above the cathedral walls of Waimea Canyon in a helicopter, strolling the meticulously kept Olu Pua Botanical Gardens or just relaxing on the white sands at Poipu Beach, you'll find Kauai is a special treasure.*

### **Sheraton-Kauai**



*A first class beach front hotel on Kauai's sunny Poipu Beach.*

<b>Order Code</b>	<b>Category Description</b>	<b>Room Rate Sgl. &amp; Dbl.</b>
K 1A	Garden View	\$120
K 1B	Ocean View	\$190

### **Westin Kauai**



*The new Westin Kauai is the deluxe property on Kauai, located near the town of Lihue. Its spectacular facilities will dazzle its guests!*

<b>Order Code</b>	<b>Category Description</b>	<b>Room Rate Sgl. &amp; Dbl.</b>
K 2A	Pool/Garden View	\$170
K 2B	Ocean View	\$200



### **Stouffer Waiohai**



*A superior first class hotel located on the ocean in the Poipu Beach area of the southern coast of Kauai. An excellent property with outstanding dining.*

<b>Order Code</b>	<b>Category Description</b>	<b>Room Rate Sgl. &amp; Dbl.</b>
K 3A	Mountain View	\$155
K 3B	Ocean View	\$205





## ■ Terms & Conditions

### How to Make Reservations

Complete the IFEBP Registration & Reservation Form and return to ITS, 104 Wilmot Road; P.O. Box 825; Deerfield, IL 60015-0825. Proper deposits must accompany the Reservation Form to effect confirmation.

### Acknowledgement/Confirmation

Upon receipt of forms and deposits, an acknowledgement will be returned by ITS to the participant. Detailed air schedules, hotel confirmations and other requested features will follow shortly thereafter. Complete travel documentation including air tickets as requested, will be mailed to participants approximately 3-4 weeks prior to the Honolulu Meeting but only after receipt by ITS of full payment of all outstanding charges as invoiced.

### Frequent Flyer Certificates

If you plan to utilize earned certificates for travel to Hawaii, please indicate accordingly on the reservation form and forward your SIGNED certificates with the form by certified mail.

### Reservation Deadline

All available travel arrangements and accommodations will be confirmed on a first-come, first-served basis. It is better to reserve early than be disappointed later when arrangements may be "sold out."

### Airline Reservation Factors

Special Hawaii convention airfares have been negotiated by ITS on behalf of Conference attendees. Savings will apply to most fare levels, including first class.

Airfares are "guaranteed" at the time of issuing the airline ticket. You are encouraged to authorize the issuance of your airline ticket by ITS as soon as possible to avoid possible increases in fare. For this reason we urge you to purchase your air travel by credit card as provided for on the reservation form or as accepted when making reservations by the special telephone procedures provided.

### Escorted Tours Include:

The ITS Escorted Hawaii Tours include accommodations based on double occupancy, sightseeing, airport/hotel transfers and portage on the Neighbor Islands, meals as indicated, services of tour conductors, tax, gratuities and administrative expenses for all services described. Inter-Island airfare of \$40 for each leg of inter-island travel is not included and will be integrated into your air ticket from your home city.

The Hong Kong Tour includes Coach Class Excursion Airfare round trip from the west coast (USA) with Honolulu meeting stopover, foreign airport taxes, accommodations based on double occupancy of rooms, sightseeing and transfers, meals as

specified, services of travel program directors, taxes, gratuities and administrative expenses for all services as indicated in the itinerary. Persons selecting the Hong Kong tour program are required to have a valid passport for travel.

Included meals code: B-Breakfast, L-Lunch, D-Dinner.

ITS reserves the right to adjust tour itineraries as may be judged necessary to assure operational coordination.

Escorted tours cost are based on a minimum of 35 participants.

### Final Payment

A written confirmation of all registration and travel arrangements in the form of a "balance-due-statement" (invoice) will be sent to you by ITS as soon as practical following completion and confirmation of all requested reservations. An appropriate breakdown of charges will be provided on your "statement" to identify registration fees, hotel deposits, extended tours/hotel charges and air travel charges. **With the exception of air tickets issued by ITS, which can be charged to a credit card, all other charges must be paid by check.**

ITS reserves the right to cancel all or part of a participant's confirmed travel arrangements for lack of timely payment, and in such case, the participant shall be responsible for any cancellation fees. Full payment for arrangements as requested/confirmed/invoiced must be received by ITS at least 45 days prior to date of travel to allow payments to be forwarded to vendors in timely fashion. In the event earlier payment is required by a vendor, ITS will appropriately advise you.

### Refund Policy

All cancellation and refund requests must be in writing and directed to ITS, 104 Wilmot Road; P.O. Box 825; Deerfield, IL 60015-0825.

All travel and housing arrangements are subject to possible cancellation fees by hotels, airlines, ground service companies and listed steamship companies as fixed by individual vendor tariffs and/or contracts which ITS has entered into on behalf of registrants/participants.

Airlines may also impose cancellation or other charges for tickets which are changed after the ticket has been issued.

Hotels, ground service companies and other purveyors of services may charge up to the total value of accommodations/services for cancellations received less than 30 days prior to confirmed reservation date.

In addition to penalties imposed by vendors, ITS reserves the right to charge the following change/

cancellation charges to cover administrative processing costs: (a) A service fee of \$10.00 per person for any changes requested by the participant after confirmation has been effected by ITS; (b) A cancellation fee of \$10.00 per person for cancellations by participants of all arrangements prior to September 1, 1990, after which the charge will be \$30.00 per person.

Applicable refunds will be made on a timely basis by ITS as soon as vendors have made appropriate refund to ITS. Applicable refunds for arrangements cancelled after October 1, 1990, will not be made until all accounting has been completed with vendors at the conclusion of the IFEBP Conference.

Refunds will not be given for any arrangements, features or services included in the travel programs which are not used at the discretion of the participant.

All refund requests for services requested through ITS are to be received in writing by December 31, 1990.

### Effective Rates

All rates listed in this brochure are based on operational costs, vendor tariffs, and currency exchange rates in effect November 1, 1989 and are subject to increase or decrease at the time of final invoice due to changes in vendor tariffs or currency exchange rates.

### Responsibility

International Travel Service, Inc. (ITS), and the International Foundation of Employee Benefit Plans act only in the capacity of Agent for the passenger and sponsoring organization, respectively, in all matters relating to hotels, sightseeing and transportation by airplane, motorbus, motor car, taxi, steamship, boat or other means of transportation and as such Agent for the passenger hold themselves free of any responsibility for loss, injury, accident, illness or for any additional expenses or inconveniences caused by delayed trains or airplanes or other means of transportation whether caused by strikes, wars, Acts of God or due to the fault or negligence of any company or person entrusted with any of the above services or from any cause whatsoever. The right is reserved to make any alterations, additions or omissions in the program or schedule when in our opinion, such alteration is necessary for the comfort and well-being of the group. No airline or railroad or steamship company shall incur any liability except its liability as a common carrier. The airlines concerned are not to be held responsible for any act, omission or event during the time passengers are not on board their planes or conveyance. The passage contract in use by the airlines concerned, when issued, shall constitute the sole contract between the airlines and passengers.











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**FAMILY  
SERVICE  
OF GREATER  
BOSTON**

34½ Beacon Street  
Boston, MA 02108  
(617) 523-6400

December 1, 1989

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Mr. Arthur Osborne  
AFL-C10  
8 Beacon Street  
Boston, MA 02108

Dear Mr. Osborne:

I realize that you may be tired of all the bad news about the crisis in human services. Stories about budget cutbacks are depressing and overdone, you may think.

But for many, the cutbacks mean much more than newspaper headlines. Family Service clients are experiencing reductions in service that affect their lives every day.

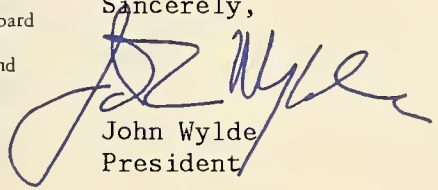
Hardest hit are our homemaker clients. Frail elderly who used to rely on a homemaker for six hours a week to help them bathe, dress and eat have had service cut back to three hours a week. And ailing people of all ages, just out of the hospital, are faced with the inability to get any homemaker service at all.

Family Service of Greater Boston refuses to abandon its most helpless clients. But we can't continue to meet the most pressing needs in our community without your help.

This is an especially difficult year for human services in Massachusetts. In its 154 year history, Family Service has seen good times and bad. We've always been there for people in trouble, and we'll still be around 154 years from now. That's why we hope you'll increase your gift to Family Service -- because of our long tradition of providing compassionate, cost-effective services to anyone who needs them.

On behalf of our clients, I thank you.

Sincerely,

  
John Wylde  
President

Accredited agency, Council on Accreditation of Services for Families and Children.  
Sharing in the United Way of Massachusetts Bay. Member, Family Service America.



Family Service of Greater Boston makes our community a better place to live for thousands of people. Won't you help us help sexually abused youngsters, troubled teens, young single parents and needy elderly people? Your gift will make a difference in the life of someone who turns to Family Service for assistance. And please tell us if your company has a matching gift program — your gift may mean twice as much.

Please make checks payable to Family Service of Greater Boston. All gifts are tax deductible.

Company name \_\_\_\_\_

### Friends of the Family

I would like to become a Friend of the Family so that Family Service of Greater Boston can help more individuals and families in need. Enclosed is my membership as an

\_\_\_\_ Individual Member (\$35+)    \_\_\_\_ Family Member (\$70+)    \_\_\_\_ Donor (\$100+)  
\_\_\_\_ Leadership Circle (\$500+)    \_\_\_\_ Founders' Society (\$1000+)

I would like to make a contribution in honor of \_\_\_\_\_  
in memory of \_\_\_\_\_

\_\_\_\_\_  
Name

\_\_\_\_\_  
Address

\_\_\_\_\_  
City                      State                      Zip                      Phone

- ☐ I am interested in information on making a bequest to Family Service.  
☐ I have already included Family Service in my will.

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Family Service of Greater Boston is a private, nonprofit, multi-service agency which provides counseling, home health care, services to the elderly, employee assistance, advocacy and educational/training services to families and individuals in 38 communities throughout the greater Boston area.

For more information, call the Family Service office nearest you.

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862-2128

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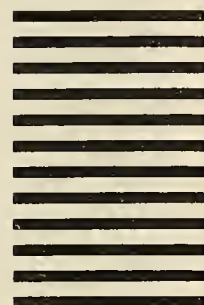
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EX OFF:

November 29, 1989

*Table*

Arthur Osborn  
President  
AFLCIO Council  
8 Beacon St.  
Boston, MA 02108

Dear Mr. Osborn:

Whatever the political or philosophic differences that divide Americans, we seem to have a national consensus on at least this much: education--especially higher education-- is still the key to our future. It alone can give us the involved and intelligent citizenry that is the enduring basis of democracy, as well as the skilled and sophisticated work force that is the prerequisite for economic renewal.

UNCF has been in existence for over four decades. Its record of achievement is unchallengeable. Its forty-two colleges and universities have given thousands of gifted young people--many from impoverished backgrounds--the skills and knowledge needed to grasp the opportunities our society offers, to rise to positions of leadership in the arts, law, business, academic and science, to enrich us all with their talents and drive and genius.

This letter is my very special invitation to you to assist in making the 1989 campaign of the United Negro College Fund in Massachusetts a success. On December 30, 1989, UNCF volunteers and the staff at television station WLVI Channel 56 are teaming up for the 10th annual "Lou Rawls Parade of Stars" telethon.

One way to make your presence felt is through a financial gift or pledge to the telethon. Your company's contribution can be forwarded prior to the telethon and will be announced during the time we are on the air; or you may want to present your check live during the telethon. The minimum contribution for a live presentation is \$500.00. Either way, your participation will be a way of demonstrating to the community your concerns for sustaining educational opportunities for the black men and women who attend UNCF schools.

I thank you for reading my letter and we hope that we can count on your company for the urgently needed support of these schools.

Sincerely,

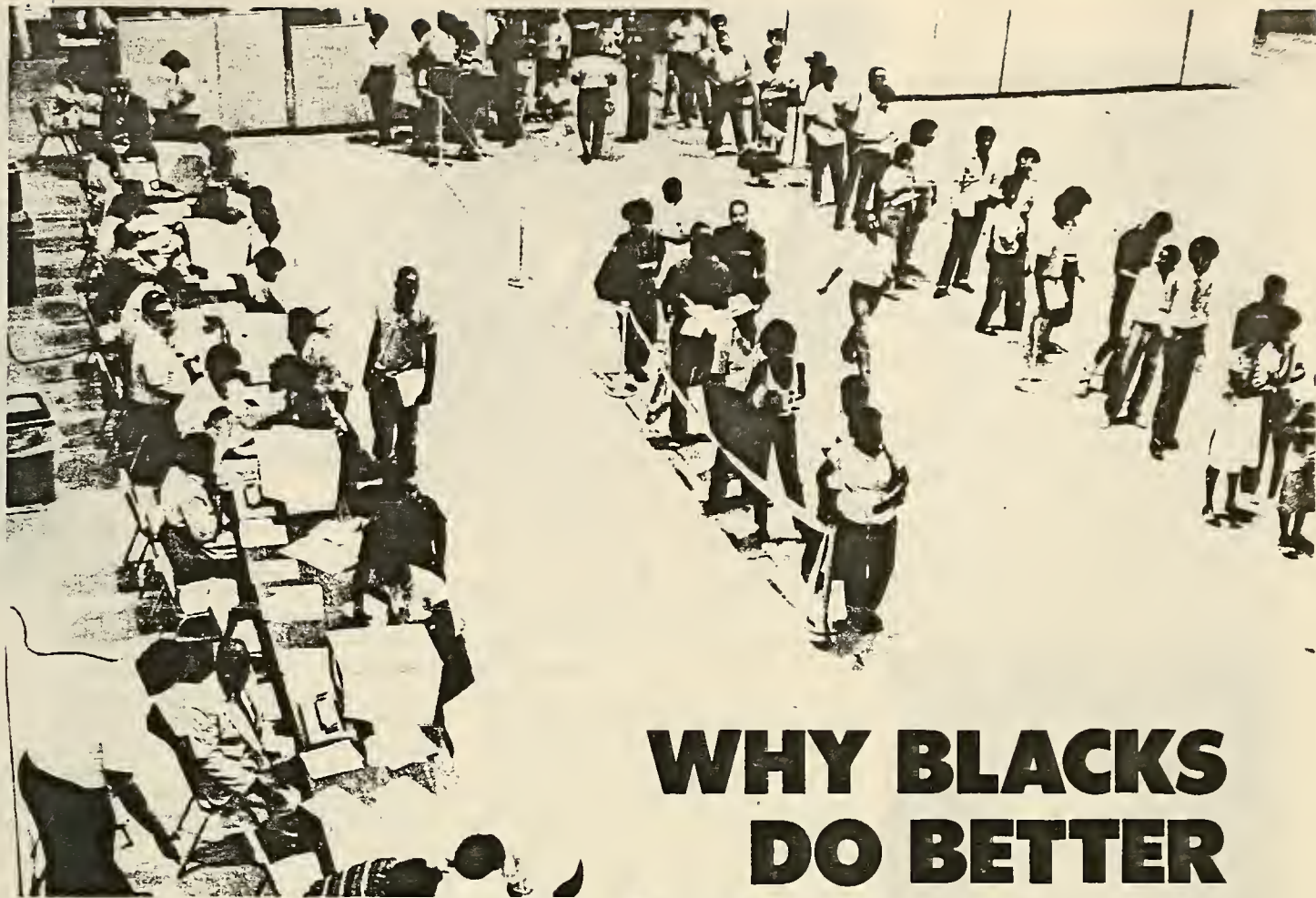
*Ronald A. Homer*

Ronald A. Homer  
President & CEO

Enclosures (2)







# WHY BLACKS DO BETTER AT BLACK COLLEGES

**New study shows that Black students do better academically and socially at Black colleges.**

**By Thad Martin**

**B**LACK college presidents are lauding a new study to be published this month which confirms long-held beliefs that Black students do better academically and socially at Black colleges. Says Dr. Samuel DuBois Cook, president of historically Black Dillard University in New Orleans, "It is the first study to demonstrate empirically that the progress of Black students is much better sustained at Black colleges than at White colleges."

The study, titled *Blacks in College*, compiled and written by Dr. Jacqueline Fleming, a professor of psychology at Barnard College, was commissioned by the United Negro College Fund. Christopher F. Edley, president of the college fund, says the study explains why "we are successful and how we are successful. For parents and their children who may not have contemplated a

Black college before, the study... will be a real eye opener."

For many it will. In preparation for the study, Dr. Fleming, a Barnard graduate who did her graduate and postgraduate work at Harvard University, chose 15 colleges—seven pre-

dominantly Black and eight predominantly White—representing four geographic areas "with distinct mores and attitudes toward Black education." Those areas included Georgia, Texas, Mississippi and Ohio. About 3,000 Black students and 500 White students

**Long lines** at Howard University's fall registration included 12 percent who were transfers from White colleges and universities. Spelman College women come from all over the United States and abroad because of the school's long history of offering a quality education.



Continued on Next Page



## BLACK COLLEGES *Continued*

participated in the study. Some of the schools included in the survey are Morehouse, Spelman, Clark and Georgia Tech in Atlanta; Texas Southern University and the University of Houston in Texas. Other schools in the study were not cited specifically by name.

In large measure, the rationale for the study was to answer serious questions about the survival and justification for Black colleges as well as to counter racist charges leveled against them. Opponents of Black colleges have long maintained that they are inferior to White colleges and universities and that they make no real contribution to the education of Black youths. Dr. Fleming's study, which she began in 1977, goes far in silencing those critics and at the same time raises



Dr. Jacqueline Fleming, author of study and also a college professor, interviewed 3,000 Blacks and 500 Whites from 15 schools for *Blacks in College*.

doubts about the ability of White colleges to adequately prepare Black youths. In a similar study prepared by the late Dr. Malcolm Moos for the University of Maryland, he states, "Nearly four-fifths of the increase in black enrollment has been at predominantly white campuses, many of which have active minority recruitment programs. According to the National Center for Education Statistics, the nation's 105 traditionally black colleges enrolled 96 percent of all black students in 1960 while today's 102 largely black institutions enroll 19 percent. Enrollment at black colleges has been declining in recent years, since 1976 at the public black institutions and since 1978 at the 62 private ones. *Predominantly black colleges, however, continue to award one-third of all degrees received by blacks.*"



Blacks and Whites stroll across Georgia Tech's campus. Study says Blacks at the Atlanta school experience racial conflict which results in "little intellectual development and marked deterioration in academic performance." Study also says Black women do better at White schools than Black men.

As Dr. Fleming clearly points out in the conclusion of her study, "The results show that the patterns of intellectual development are consistently more positive for students in Black schools. These students exhibit stronger personal attachments to faculty, enhanced involvement in the career process, greater satisfaction with their academic lives, improvement on measures of academic performance, more enterprising vocational interest pattern and maintenance of higher occupational aspirations. Black students in White schools, however, show quite the opposite, with increasing dissatisfaction with academic life, negative attitudes to teachers who use unfair grading practices, little return on time and effort invested in school work, and no net improvement in academic performance. Among students in white schools, there were a few positive indications of attachment to a role model and high educational

aspirations. Nevertheless, students in Black colleges seem to have a virtual corner on intellectual satisfactions and outcomes during the college years."

Generally, of the eight White schools included in the study, Blacks at the University of Houston appeared to have fared better than their counterparts at other White colleges. "A review of the literature and findings from Georgia seem to suggest that the stresses of social and racial isolation tend to thwart academic development and redirect academic energies into non-intellectual pursuits. However, instead of losing interest in learning, UH students come to focus their attention on grades and knowledge. It may be that if many students are able to leave campus and return to a family atmosphere supportive of their goals, the effect of racism and isolation may be lessened," the study states. Moreover, the study says, Black women adjust better at White schools

Students at the University of Houston, where author says Blacks fare better than at any of the other seven White schools in the study, share light banter between classes.







Law students at Howard University Law School converse with associate professor Alice Gresham Bullock. Study says one reason Blacks do better at Black colleges is because of rapport between faculty and students. Blacks at Black colleges also show a greater satisfaction with academic life.

## BLACK COLLEGES *Continued*

than Black males. "The profile for black males in white schools is perhaps the most grim," the study concludes. "The distressing feature of this profile is that men, initially competitive and career-oriented, undergo excessively frustrating experiences that thwart virtually every evidence of academic drive."

One reason it is suggested Blacks in general do better at Black schools is because of the time professors and administrators take with the student, prodding them when they are lax and shoring them up in areas they are weak in as the result of poor academic backgrounds.

Dr. Samuel Myers, president of the National Association for Equal Opportunity in Higher Education and a former president of historically Black Bowie State College in Maryland, says he thinks the study is significant and

helps to explain the current trend among Black students of transferring from predominantly White colleges to historically Black ones. At Howard University this fall, 12 percent of incoming students are transfers from White colleges and universities.

In spite of its positive findings, however, some Black college presidents think White colleges will ignore the study. But the study's message, they say, should outweigh its reception in the White academic community. That message, clearly stated, is that Black schools do provide hope of quality education.

Still, even though Blacks thrive in the Black college environment, there is much that needs to be done to improve the quality of education at those schools. Perhaps what raised most concern is the real need to purchase modern equipment for the science labor-

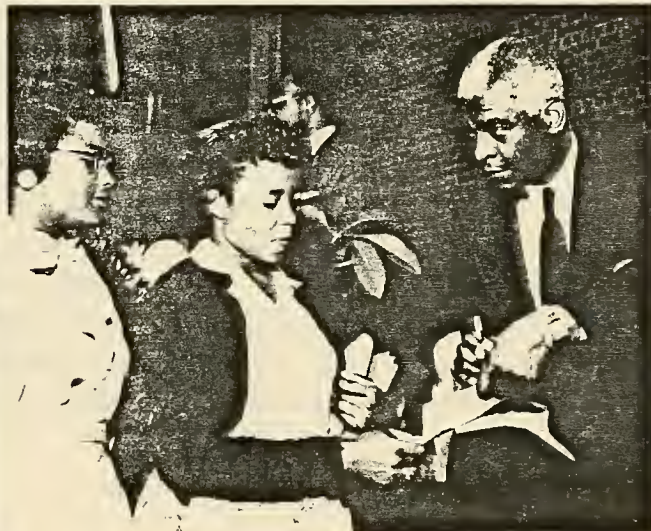
atories and to improve library holdings and facilities. "We should not be satisfied with the results alone," Dr. Fleming says. "Black students now are in the position of getting half of what they need in one environment and not enough in the other environment."

Although Black college administrators do not endorse the wholesale withdrawal of Black students from White colleges, they do, nonetheless, think that more can be done to improve the situation at White colleges. One suggestion offered by Dr. Fleming is for Blacks to get involved in campus life and not be put off by rejection.

Dr. Elias Blake, president of Clark College in Atlanta, says he hopes White schools will not ignore the study. Nor should they become defensive about it, he says. "They are new to a task that is very complex, that is, educating large numbers of Black youths so that they are successful and getting on with their lives. That is not something you simply walk off the street and do." White schools should become more sensitive to the needs of Black students, he says.

Even so, that should in no way undermine the job Black colleges do in educating Black youths.

As UNCF's Edley points out, "Black colleges have the experience and the talent to educate our youngsters today. This is not to say that many Black students on White campuses do not get a good education. They do. But that experience is not best for everyone. I think the report helps us to understand the costs and the benefits of study on a Black college campus versus a predominantly White campus. We learn that having a choice is important... even crucial. That is what makes this study, *Blacks in College*, so important."



Christopher Edley, president of the United Negro College Fund, the agency which commissioned the study, says it should be a real eye opener. The late Dr. Benjamin Mays, long time president of Morehouse College, is an example of dedicated Black teachers who inspired millions of Black students to achieve.





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*America at the Racial Crossroads*

**WORLD PREMIERE**  
Boston, Massachusetts

**JANUARY 7, 1990**

*" . . . Write this word upon your heart.  
And mark this message on the doors of your houses.  
How this day the Lord has set our faces toward Freedom.  
Teach these words to your children.  
And see that they do not forget them.  
Recite them in your going out and coming in.  
And speak them in the silence of the night.  
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These words were written by Margaret Walker in commemoration of the March On Washington, August 28, 1963. The Museum of Afro American History dedicates this message to the continuing struggle for Freedom by African Americans.

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A Publication of City Life

News for Boston Area Workers

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November 6, 1989

Dear Friend,

Every movement needs a voice.

The Labor Page is the foremost voice of the progressive labor movement in Eastern Massachusetts. And behind this voice, there is a movement!

You know the mass media rarely direct attention to labor issues. And when they do, they don't give our side of the story.

In The Labor Page, however, you can find comprehensive reports on local, national, and international fights for workers' dignity, the rights of women and workers of color, and the struggle to hold back the tidal wave of give-backs.

Now, when the Labor Movement is under constant attack, The Labor Page is breaking down the isolation of union and unorganized workers.

Since 1982, when labor activists of City Life/Vida Urbana decided it was crucial to connect the many courageous and creative struggles of workers throughout the Boston area, The Labor Page has earned tremendous support.

In a short time, subscriptions alone paid for the production of the paper. But as The Labor Page has grown, so have the needs and the potential power of the labor movement in Massachusetts.

With your generous support we can accomplish much more because we don't simply report the news. We make it happen:

- We joined forces with the Hotel & Restaurant Workers, Local 26 in their landmark campaign to use union pension funds for affordable housing. We sponsored community meetings to support their efforts. In our continuing effort to link labor and community issues, the City Life/Vida Urbana Housing Committee is working closely with Local 26 to prevent more homelessness.

(Over, please)

EX OFF. W. L. Leo.

- The Labor Page provided unions with literature essential to the "Vote No on Question 2" campaign of 1988. Our members were leaders in the campaign and many worked in Ward Committees in the successful defeat of the attempt by non-union contractors to eliminate the prevailing wage law.

- In 1984, after the Greyhound strike, the committee helped found and staff the Massachusetts Labor Support Project. The Project quickly became the place for unions and workers to call for help with strikes and organizing projects. It's grown to include more than 200 labor activists ready to lend a hand.

**You can add your voice to ours, and help strengthen the labor movement. We are seeking to raise \$25,000 to expand our current work. Many important challenges face us. Your contribution now will help us to:**

- Continue to build a powerful community/labor coalition, especially in the fields of housing, education, health care, and affirmative action. With a solid reputation and base of support in Boston communities, we can serve as a vital bridge between labor and community organizations.

- Meet the growing demand for local, regional, and national labor solidarity work. With a daytime staff person, we can carry out the education and training of the next generation of labor leaders through workshops, forums and more in-depth articles in The Labor Page.

- Build the **volunteer** committee that produces and distributes 4,000 copies of The Labor Page throughout the Boston area in every kind of union and workplace. We've become the primary place for news on rank and file activity because we ourselves are involved in many of the major struggles we cover.

**So there you have it. OUR HISTORY, OUR DREAMS, and OUR NEEDS. To continue and expand our efforts, we need your help. Your donation of \$25, \$50, \$100 or whatever you can give will help us reach our goal. By supporting the The Labor Page, you join a movement of activists who look to the 1990's with hope and determination. Please give what you can.**

In Solidarity,

*Tolle Graham*  
Tolle Graham

**P.S. Your gift entitles you to a one-year subscription to The Labor Page. If you give \$100, you will be sent an autographed copy of the soon-to-be-released book, Question 2: Electoral Politics and Labor, by Mark Erlich, a Labor Page editor.**